



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND
2050 WORTH ROAD
FORT SAM HOUSTON, TEXAS 78234-6000

REPLY TO
ATTENTION OF

OTSG/MEDCOM Policy Memo 05-007

MCPE

02 JUN 2005

Expires 2 June 2007

MEMORANDUM FOR Commanders, MEDCOM Major Subordinate Commands

SUBJECT: Guidance for MEDCOM Reunion and Reintegration of Redeploying Soldiers

1. References.

- a. Title 10, USC, Section 701F, (1) and (2).
- b. Personnel Policy Guidance (PPG) of Operations Iraqi Freedom (OIF), Enduring Freedom (OEF), and Noble Eagle (ONE), Chapters 8 & 10.
- c. MEDCOM Redeployment/Demobilization Plan (U) (FULL PLAN).
- d. US Army Community and Family Support Center (CFSC) memorandum, subject: Support for Reunion and Reintegration Operations, 10 Nov 04.
- e. Office of the Under Secretary of Defense (OUSD) memorandum, subject: Special Leave Accrual, 30 Sep 04.
- f. Department of Defense Instructions 1327.5, Leave and Liberty, Change 3, 8 Feb 95.
- g. MILPER MSG 04-298, subject: Special Leave Accrual, 28 Oct 04.
- h. AR 600-8-10, Leaves and Passes, 31 Jul 03.

2. Purpose. Provide policy direction to Major Subordinate Commands pertaining to the redeployment of Medical Command (MEDCOM) Soldiers returning from Theater/Area of Operations (AOR) in support of Contingency Operations.

3. Proponent. The proponent for this policy is the Assistant Chief of Staff for Personnel, MEDCOM.

4. Applicability. MEDCOM Soldiers who serve in a designated hostile fire/imminent danger area for a period of 90 continuous days or longer.

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5. Background.

a. The Secretary of the Army expressed that Soldiers and their families are his first priority. The challenges of today's operational environment require us to work extremely hard to meet the near-term needs of Soldiers and provide for quality of life for families at home and abroad. This is particularly true for those members of the command who deploy to hostile areas in support of the Global War on Terrorism. Soldiers who return from the experiences of war may require time to reintegrate with family and home station requirements. Therefore, I want to ensure that every Commander is committed to taking care of Soldiers and their families. The references listed above identify specific tasks leaders will accomplish to support the smooth and timely return of Soldiers from contingency operations.

b. We are in the business of conserving the Army's fighting strength. We must make sure MEDCOM Soldiers are fit to perform at optimum levels by taking care of our own as they return from theater. Leaders will ensure Soldiers are not rushed back into home station work environments without proper time to decompress and re-acclimate. This not only affects overall Soldier and family readiness, but may affect quality healthcare. Reference 1b, paragraph 10-12, explains the Army's Deployment Cycle Support (DCS) requirements. The DCS is designed to assist Army personnel as they return to their communities and reunite with families and loved ones, and re-establish the readiness of the force. I expect all Commanders to fully support this program.

6. Policy/Procedures. Effective immediately, Military Treatment Facility Commanders will designate a point of contact (POC) to coordinate the implementation of MEDCOM reunion and reintegration initiatives. Commanders will establish procedures to verify that leaders and returning Soldiers collectively accomplish the tasks outlined in the Personnel Policy Guidance (PPG) of Operations Iraqi Freedom (OIF), Enduring Freedom (OEF), and Noble Eagle (ONE), Chapters 8 & 10 of the MEDCOM Redeployment/Demobilization Plan, and CFSC Reunion and Reintegration Operations. In addition to the tasks listed in these documents, at a minimum, Commanders will comply with the following additional requirements:

a. Verify the completion of all redeployment personnel, pay, medical and dental readiness requirements, and safety actions as indicated in reference 1b, Chapter 10 and reference 1c above.

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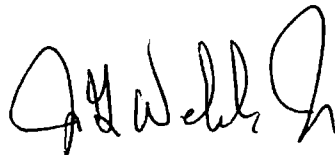
b. Conduct a formal recognition ceremony (at a staff meeting, Commander's Call, formation, etc.) to recognize the contributions and sacrifices of returning Soldiers and their families.

c. Ensure Soldiers are afforded the opportunity to take at least 14 consecutive days of accrued leave upon redeployment to home station. Commanders may grant additional leave at their discretion.

d. Make every effort, when feasible, to afford returning Soldiers who work shift duties (i.e., hospitals/clinics) the opportunity to work day shifts for two consecutive scheduling cycles upon returning to work, or from post-deployment leave; exempt them from weekend/Federal Holiday shift work and exempt them from additional duty rosters (to include internal and external taskings).

7. Soldiers and their families are our most precious resources. Please ensure we maximize their opportunities for success. The POC for this guidance is COL Larry S. Bolton, Assistant Chief of Staff for Personnel, at DSN 761-3174.

FOR THE COMMANDER:

A handwritten signature in black ink, appearing to read "J. Webb Jr.", with a stylized, cursive script.

JOSEPH G. WEBB, JR.
Major General
Chief of Staff